

*Signed by City Council February 6, 1978*

*75/77*

PREAMBLE

THIS DOES NOT  
CIRCULATE

This agreement entered into the day and year set opposite the signatures of the parties, by and between the City of Plainfield, a municipal corporation of the State of New Jersey, hereinafter called the "City", and Local 102, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter called the "Union".

WITNESSETH:

WHEREAS, the City and the Union recognize and declare that providing quality service to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic decision-making powers over fiscal and management questions, although they are willing to consult with employee representatives on employee oriented matters; and

WHEREAS, it is the purpose of this agreement to prescribe the legitimate rights of those municipal employees working in the Maintenance Force of the Recreation Division and those working in the Public Works Division who are members of the Union and to provide orderly and peaceful procedures for presenting employee grievances and proposals and to protect the rights of the public in the City of Plainfield.

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 - RECOGNITION

The City hereby recognizes the Union as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for employees of the Maintenance Force of the Recreation Division and those of the Public Works Division, including clerical employees but not employees at



salary grade 14 or above, whether on active employment or leave of absence authorized by the City. This in no way means that heads of divisions and those employees in management positions are to be represented in these collective negotiations.

## ARTICLE 2 - NEGOTIATION PROCEDURE

2-1. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13A-1 et. seq. as amended in good faith efforts to reach agreement on all matters concerning the terms and conditions of employment.

2-2. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

### 2-3. Continuing Review of this Agreement

Representatives of the City and the Union negotiating committee shall meet at least once each month, unless waived by both parties, for the purpose of reviewing the administration of the agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

2-4. Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this agreement to employees covered by this agreement shall continue to be so applicable during the term of this agreement. Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be)



subject to collective bargaining. Any prior commitment or agreement between the City and the Union or any individual employee covered by this Agreement is hereby superseded.

2-5. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this agreement.

2-6. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

### ARTICLE 3 - DUES CHECK-OFF

Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement (in the form agreed upon between the City and the Union and consistent with applicable law) the City agrees to deduct membership dues (and initiation fees where applicable), in such amounts as shall be fixed pursuant to the By-Laws and constitution of the Union during the full term of this Agreement and any extension or renewal thereof. The City shall promptly remit monthly any and all amounts so deducted with a list of such deductions to the Union.

If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the City written notice thirty (30) days prior to the effective date of such change.

The Union will provide the necessary "check-off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the City. The Union shall indemnify, defend and save the City harmless against any and all claims, demands, suits, or other forms of



liability that shall arise out of or by reason of action taken by the City in reliance upon the salary deduction authorization forms submitted by the Union to the City.

#### ARTICLE 4 - GRIEVANCE PROCEDURE

4-1. Procedures governing grievances by employees shall be in accordance with Section II of the Municipal Code of the City of Plainfield and amendments thereto.

#### ARTICLE 5 - EMPLOYEES RIGHTS AND RESPONSIBILITIES

Employees rights and responsibilities shall be in accordance with Section II of the Municipal Code of the City of Plainfield. The City agrees to provide specific Rules and Regulations for those employees in the Division of Public Works.

#### ARTICLE 6 - CITY'S RIGHTS AND PRIVILEGES

6-1. Management Responsibilities

It is recognized that the management of the City Government, the control of its properties and the maintenance of order and safety, is solely a responsibility of the City. Accordingly, the City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees.

2. The selection and direction of the work forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer.

The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption of policies, rules, regulations and practices, in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement



and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States and the Ordinances of the City of Plainfield.

Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S. 40A and 11 or any other national, state, county or local laws or ordinances.

6-2. Maintenance of Operations

The Union covenants and agrees that during the term of the Agreement neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of an employee from his or her duties of employment), work stoppage, slowdown, walkout or other mass absenteeism against the City. The Union agrees that such action would constitute a material breach of this Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that participation in any such activity by any employee represented by the Union shall be deemed grounds for disciplinary action including possible termination of employment of such employee or employees.

Nothing contained in this Agreement pursuant to Article 6-2 shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members.

ARTICLE 7 - SALARIES

7-1. The salary guides for all employees for 1978 and 1979 are set forth in attachments A, B, and C of this Agreement. It is understood that this represents an increase of \$500 on each step of the 1977 salary guide effective January 1, 1978; an increase of 2% on each step of the 1978 salary guide effective July 1, 1978; and an increase of 5% on each step of the July 1, 1978 salary guide effective January 1, 1979.



7-2. The City agrees that should the percentage increase in the cost-of-living for the twelve month period from October 1, 1977 through September 30, 1978 exceed 8% as determined by the United States Department of Labor Bureau of Labor Statistics, Consumer Price Index for the New York, Northeast New Jersey Standard Consolidated Area, each step on the 1979 salary guide will be increased by 1% for each full 1% increase over an 8% increase in the cost-of-living. This increase is applicable only to full 1% increases over an 8% increase, not portions thereof.

7-3. The City agrees that should the percentage increase in the cost-of-living for the twelve month period from October 1, 1978 through September 30, 1979 exceed 8% as determined by the United States Department of Labor Bureau of Labor Statistics, Consumer Price Index for the New York, Northeast New Jersey Standard Consolidated Area, each employee will receive an amount equal to 1% of his 1979 salary for each full 1% increase over an 8% increase in the cost-of-living. Such payment shall be made in a lump sum in December, 1979. It is understood that the City may have to make this payment in January of 1980 if funds are not available in December of 1979.

7-4. It is understood that the City and the Union will jointly submit to Civil Service a plan to change Public Works titles and upgrade Public Works salary grades in a manner consistent with attachment D. With the approval of Civil Service, such changes will go into effect January 1, 1979.

7-5. The City agrees that if any other employee group is granted salary increases in excess of the provisions of Article 7, above, or receive additional fringe benefits, with would be applicable to all City employees, that said increases, in salaries and/or benefits, shall also apply to Union membership.



## ARTICLE 8 - LONGEVITY

8-1. The City shall pay longevity, subject to the conditions of Section 11:4-1 of the Municipal Code, to all employees having completed the following years of service in the following amounts:

10 years service	\$ 300
15 years service	\$ 800
20 years service	\$ 1100
25 years service	\$ 1400

8-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for longevity pay through years of service on or before June 30 of the calendar year.

8-3. In addition the City agrees to the following exception:

Any full-time employee who was a full-time employee on or before July 1, 1976 is eligible, under the constraints of Section 8-2 of this Agreement and the provisions of Section 11:4-1 of the Municipal Code, to receive his or her first longevity payment after eight (8) years of service.

## ARTICLE 9 - INSURANCE PROTECTION

9-1. The City shall pay the entire cost of providing health benefits for employees covered by this Agreement in the New Jersey State Health Benefits Program. This program includes Blue Cross/Blue Shield, and Major Medical Insurance, as well as "Rider J" benefits under the Blue Cross/Blue Shield Plans. The City further agrees to provide at no cost to the employee a Disability Income Insurance Plan. Such plan shall provide, when combined with other existing benefits, at least 50% of the employees' salary. However, such plan will not become effective until such time as the employee has exhausted all of his sick leave, vacation, workmen's compensation benefits and the 180 day waiting period, whichever coverage lasts the longest. In the event that an employee exhausts his or her accumulated sick and vacation leave prior to the expiration of the 180 day waiting period, the City agrees to pay 50% of the employee's salary up to the expiration of



the 180 day waiting period. Such payment of 50% of salary will be provided following a determination by the City Physician that the employee's illness or injury is of sufficient quality and duration that it could qualify the employee for Long-Term Disability coverage. An employee dissatisfied with the opinion of the City Physician may appeal his determination to the City Administrator on the basis of other medical opinion.

9-2. The City may allow, with the approval of the City Administrator, employees who experience a lengthy off-duty illness or injury to borrow up to two (2) years future sick and vacation time upon exhaustion of accumulated sick and vacation time. To be eligible the employee must have at least one (1) year of service and accept the obligation to pay back the time during future service. This obligation shall be accepted in writing if approval is granted by the City Administrator.

9-3. The City agrees that during the duration of this Agreement it will neither seek nor negotiate changes that will result in a reduction of the coverage of benefits as provided by plans listed in this article.

#### ARTICLE 10 - VACATION AND HOLIDAYS

10-1. All members of the Teamsters Union Local #102 shall earn vacation as set forth in Section 11:9-1 and 11:9-3 of the Municipal Code of the City of Plainfield. Vacation schedules shall be established taking into account the desires of the employees and the needs of the municipality. Where there is conflict in choice of vacation time among employees, job seniority shall prevail.

10-2. All full-time employees covered by this Agreement shall earn vacation on the basis of the following schedule:

1 - 5 years of service	13 days
6 - 10 years of service	16 days
11 - 15 years of service	19 days
16 - 20 years of service	22 days
21 yrs. of service and over	26 days



10-3. The City agrees to grant the following official holidays with pay to members of the Teamsters Union Local #102, in accordance with Section 11:8-2 of the Municipal Code of the City of Plainfield:

- (1) New Year's Day
- (2) Washington's Birthday
- (3) Good Friday
- (4) Memorial Day
- (5) Independence Day
- (6) Labor Day
- (7) Columbus Day
- (8) Veteran's Day
- (9) Thanksgiving Day
- (10) Friday After Thanksgiving
- (11) Half-day Christmas Eve and Half-day New Year's Eve
- (12) Christmas Day

10-4. Wherein the City and Union both agree to the language and its implications as stated in paragraph 10-3 of this Article, they agree to the following exception:

For the year 1979 only, the City agrees to provide a full vacation day on Christmas Eve and New Year's Eve.

#### ARTICLE 11 - MISCELLANEOUS

11-1. This Agreement constitutes City policy for the term of said Agreement, and the City shall carry out the commitments contained herein and give them full force and effect as City policy.

11-2. If any provision of this Agreement or any application of this Agreement to any employee or groups of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

11-3. The City and the Union agree that there shall be no discrimination and that all practices, procedures and policies of the City system shall clearly exemplify that there is no discrimination in the hiring, training, assignment promotion, transfer or discipline of employees on the basis of race, creed, color, religion, national origin, marital status or sex.

11-4. Copies of this Agreement, together with copies of the City Personnel Ordinance, shall be available for review to members of the Union.



11-5. If there is any conflict between the terms of this Agreement and any ordinance hereafter enacted, the terms of this Agreement shall prevail. Reference to any ordinances shall mean those ordinances in effect at the time of the adoption of this Agreement referring to matters contained herein, shall have no effect upon this Agreement without consent of all parties hereto.

11-6. Any member working twenty (20) hours or more in the course of any one work week in a higher classification shall receive the rate of pay of the higher classification. The rate of pay to be received will be determined by use of the promotion formula. The employee in such a situation will be paid at the higher rate of pay for all hours actually worked in that classification, provided that the individual is qualified to perform the duties of such classification and provided that the individual is authorized to perform the duties of the higher classification by his or her Department Director. This shall not apply to those employees who are considered Public Works Trainees. In cases where trainees are assigned to perform a particular higher function for one month or more, they shall be paid at the higher classification for the entire month.

11-7. The City agrees that two men will be assigned to snowplows during night hours of darkness. Further, the City agrees to pay \$1.50 meal money to each Teamster employee who works two (2) hours over the normal shift in performing snow removal duties. Said employees will receive \$1.50 for each additional two (2) hours worked over the normal shift as long as such hours are in consecutive order.

11-8. Upon retirement an employee shall be entitled to pay at the prevailing rate at the time of retirement on the basis of one-third (1/3) day per full day of verifiable sick leave accumulated and not previously used, upon separation the prevailing rate shall be one-fourth (1/4).



#### ARTICLE 12 - BULLETIN BOARD

12-1. One bulletin board will be made available to the Union for the purpose of posting Union notices relating to meetings, dues, entertainment, health and safety, and general Union activities, at each location where men assemble for work assignments. The City shall post job vacancies on the bulletin board as vacancies arise. Notices of said job vacancies will be sent to the Union shop steward.

#### ARTICLE 13 - UNIFORMS

13-1. The City shall furnish two (2) pairs of safety shoes as needed to each member each year.

13-2. The City shall supply gloves to members as needed up to a maximum of four (4) pairs per year.

13-3. The City shall supply rental uniforms to members each year, which will include an overcoat. Those employees of the Sewer and Sanitation units will be provided an extra set of uniforms.

#### ARTICLE 14 - WORKWEEK

14-1. Standard work hours shall be 7:00 A.M. to 3:30 P.M., provided that during the winter months there are no complaints or other operating problems as a result of the earlier work hours. Lunch shall be observed from 11:30 A.M. to 12:00 noon.

14-2. There shall be a fifteen (15) minute rest period during the morning hours worked and another fifteen (15) minute rest period during the afternoon hours.

14-3. When an employee is requested to work twelve (12) or more consecutive hours, he shall be granted a second lunch period of one-half (1/2) hour duration at no loss of pay, and he shall be granted an additional one-half hour lunch period for each five (5) consecutive hours over the above mentioned twelve (12) consecutive hours at no loss of pay.

#### ARTICLE 15 - DURATION OF AGREEMENT

This Agreement shall be effective as of January 1st, 1978 and shall continue in effect through December 31st, 1979, subject to the Union's and the City's right to negotiate over a successor agreement as provided in Article 2. This Agreement shall not be



extended orally, and it is expressly understood that it shall  
expire on the date indicated.

LOCAL UNION NO. 102 AFFILIATED WITH THE  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF  
AMERICA

By: Ben Meeker  
Secretary-Treasurer

ATTEST:

Salvatore J. Vecchio  
Shop Steward

2/3/78  
Date

By: Paul Pfeiffer  
Mayor

ATTEST:

Frank P. Highman  
City Clerk

2/9/78  
Date



## ATTACHMENT A

GRADE	INCRE- MENTS	CITY PLAINFIELD - 1/1/78 - SALARY SCHEDULE										
		1	2	3	4	5	6	7	8	9	10	11
1	204	6,064	6,268	6,472	6,676	6,880	7,084	7,288	7,492	7,696	7,900	8,104
2	213	6,324	6,537	6,750	6,963	7,176	7,389	7,602	7,815	8,028	8,241	8,454
3	223	6,590	6,813	7,036	7,259	7,482	7,705	7,928	8,151	8,374	8,597	8,820
4	233	6,877	7,110	7,343	7,576	7,809	8,042	8,275	8,508	8,741	8,974	9,207
5	244	7,179	7,423	7,667	7,911	8,155	8,399	8,643	8,887	9,131	9,375	9,619
6	256	7,486	7,742	7,998	8,254	8,510	8,766	9,022	9,278	9,534	9,790	10,046
7	268	7,813	8,081	8,349	8,617	8,885	9,153	9,421	9,689	9,957	10,225	10,493
8	281	8,163	8,442	8,723	9,004	9,285	9,566	9,847	10,128	10,409	10,690	10,971
9	293	8,525	8,818	9,111	9,404	9,697	9,990	10,283	10,576	10,869	11,162	11,455
10	308	8,901	9,209	9,517	9,825	10,133	10,441	10,749	11,057	11,365	11,673	11,981
11	322	9,306	9,628	9,950	10,272	10,594	10,916	11,238	11,560	11,882	12,204	12,526
12	337	9,715	10,052	10,389	10,726	11,063	11,400	11,737	12,074	12,411	12,748	13,085
13	354	10,159	10,513	10,867	11,221	11,575	11,929	12,283	12,637	12,991	13,345	13,699
14	371	10,620	10,991	11,362	11,733	12,104	12,475	12,846	13,217	13,588	13,959	14,330
15	388	11,108	11,496	11,884	12,272	12,660	13,048	13,436	13,824	14,212	14,600	14,988
16	407	11,617	12,024	12,431	12,838	13,245	13,652	14,059	14,466	14,873	15,280	15,687
17	426	12,157	12,583	13,009	13,435	13,861	14,287	14,713	15,139	15,565	15,991	16,417
18	447	12,717	13,164	13,611	14,058	14,505	14,952	15,399	15,846	16,293	16,740	17,187
19	469	13,306	13,775	14,244	14,713	15,182	15,651	16,120	16,589	17,058	17,527	17,996
20	491	13,924	14,415	14,906	15,397	15,888	16,379	16,870	17,361	17,852	18,343	18,834
21	515	14,571	15,086	15,601	16,116	16,631	17,146	17,661	18,176	18,691	19,206	19,721
22	540	15,256	15,796	16,336	16,876	17,416	17,956	18,496	19,036	19,576	20,116	20,656
23	567	15,973	16,540	17,107	17,674	18,241	18,808	19,375	19,942	20,509	21,076	21,643
24	594	16,725	17,319	17,913	18,507	19,101	19,695	20,289	20,883	21,477	22,071	22,665
25	623	17,517	18,140	18,763	19,386	20,009	20,632	21,255	21,878	22,501	23,124	23,747
26	653	18,349	19,002	19,655	20,308	20,961	21,614	22,267	22,920	23,573	24,226	24,879
27	685	19,224	19,909	20,594	21,279	21,964	22,649	23,334	24,019	24,704	25,389	26,074
28	719	20,133	20,852	21,571	22,290	23,009	23,728	24,447	25,166	25,885	26,604	27,323
29	754	21,095	21,849	22,603	23,357	24,111	24,865	25,619	26,373	27,127	27,881	28,635
30	790	22,107	22,897	23,687	24,477	25,267	26,057	26,847	27,637	28,427	29,217	30,007
31	830	23,164	23,994	24,824	25,654	26,484	27,314	28,144	28,974	29,804	30,634	31,464
32	870	24,281	25,151	26,021	26,891	27,761	28,631	29,501	30,371	31,241	32,111	32,981
33	913	25,446	26,359	27,272	28,185	29,098	30,011	30,924	31,837	32,750	33,663	34,576







COPY PLAINFIELD - 7/1/78 - SALARY GUIDE  
(2% to each step)

GRADE	INCRF- MEMPS	STEP										
		1	2	3	4	5	6	7	8	9	10	11
1	208	6186	6393	6601	6809	7017	7225	7433	7641	7849	8057	8265
2	217	6450	6667	6884	7101	7318	7535	7752	7969	8186	8403	8620
3	227	6722	6949	7176	7403	7630	7857	8084	8311	8538	8765	8992
4	238	7015	7253	7491	7729	7967	8205	8443	8681	8919	9157	9395
5	249	7323	7572	7821	8070	8319	8568	8817	9066	9315	9564	9813
6	261	7636	7897	8158	8419	8680	8941	9202	9463	9724	9985	10,246
7	273	7969	8242	8515	8788	9061	9334	9607	9880	10,153	10,426	10,699
8	286	8326	8612	8898	9184	9470	9756	10,042	10,328	10,614	10,900	11,186
9	299	8696	8995	9294	9593	9892	10,191	10,490	10,789	11,088	11,387	11,686
10	314	9079	9393	9707	10,021	10,335	10,649	10,963	11,277	11,591	11,905	12,219
11	328	9492	9820	10,148	10,476	10,804	11,132	11,460	11,788	12,116	12,444	12,772
12	343	9909	10,252	10,595	10,938	11,281	11,624	11,967	12,310	12,653	12,996	13,339
13	361	10,362	10,723	11,084	11,445	11,806	12,167	12,528	12,889	13,250	13,612	13,972
14	378	10,832	11,210	11,588	11,966	12,344	12,722	13,100	13,478	13,856	14,234	14,612
15	396	11,330	11,726	12,122	12,518	12,914	13,310	13,706	14,102	14,498	14,894	15,290
16	415	11,849	12,264	12,679	13,094	13,509	13,924	14,339	14,754	15,169	15,584	15,999
17	435	12,400	12,835	13,270	13,705	14,140	14,575	15,010	15,445	15,880	16,315	16,750
18	456	12,971	13,427	13,883	14,339	14,795	15,251	15,707	16,163	16,619	17,075	17,531
19	479	13,572	14,051	14,530	15,009	15,488	15,967	16,446	16,925	17,404	17,883	18,362
20	501	14,202	14,703	15,204	15,705	16,206	16,707	17,208	17,709	18,210	18,711	19,212
21	525	14,862	15,387	15,912	16,437	16,962	17,487	18,012	18,537	19,062	19,587	20,112
22	551	15,561	16,112	16,663	17,214	17,765	18,316	18,867	19,418	19,969	20,520	21,071
23	578	16,292	16,870	17,448	18,026	18,604	19,182	19,760	20,338	20,916	21,494	22,072
24	606	17,060	17,666	18,272	18,878	19,484	20,090	20,696	21,302	21,908	22,514	23,120
25	636	17,867	18,503	19,139	19,775	20,411	21,047	21,683	22,319	22,955	23,591	24,227
26	666	18,716	19,382	20,048	20,714	21,380	22,046	22,712	23,378	24,044	24,710	25,376
27	699	19,608	20,307	21,006	21,705	22,404	23,103	23,802	24,501	25,200	25,899	26,598
28	733	20,536	21,269	22,002	22,735	23,468	24,201	24,934	25,667	26,400	27,133	27,866
29	769	21,517	22,286	23,055	23,824	24,593	25,362	26,131	26,900	27,669	28,438	29,207
30	806	22,549	23,355	24,161	24,967	25,773	26,579	27,385	28,191	28,997	29,803	30,609
31	847	23,627	24,474	25,321	26,168	27,015	27,862	28,709	29,556	30,403	31,250	32,097
32	887	24,767	25,654	26,541	27,428	28,315	29,202	30,089	30,976	31,863	32,750	33,637
33	931	25,955	26,886	27,817	28,748	29,679	30,610	31,541	32,472	33,403	34,334	35,265







## CITY OF PLAINFIELD - 1/1/79 - SALARY GUIDE

(5% TO EACH STEP)

GRADE	INCRE- MENTS	STEPS										
		1	2	3	4	5	6	7	8	9	10	11
1	218	6495	6713	6931	7149	7367	7585	7803	8021	8239	8457	8675
2	228	6773	7001	7229	7457	7685	7913	8141	8369	8597	8825	9053
3	239	7058	7297	7536	7775	8014	8253	8492	8731	8970	9209	9448
4	249	7366	7615	7864	8113	8362	8611	8860	9109	9358	9607	9856
5	261	7689	7950	8211	8472	8733	8994	9255	9516	9777	10038	10299
6	274	8018	8292	8566	8840	9114	9388	9662	9936	10210	10484	10758
7	287	8367	8654	8941	9228	9515	9802	10089	10376	10663	10950	11237
8	300	8742	9042	9342	9642	9942	10242	10542	10842	11142	11442	11742
9	314	9131	9445	9759	10073	10387	10701	11015	11329	11643	11957	12271
10	330	9533	9863	10193	10523	10853	11183	11513	11843	12173	12503	12833
11	344	9967	10311	10655	10999	11343	11687	12031	12375	12719	13063	13407
12	360	10404	10764	11124	11484	11844	12204	12564	12924	13284	13644	14004
13	379	10880	11259	11638	12017	12396	12775	13154	13533	13912	14291	14670
14	397	11374	11771	12168	12565	12962	13359	13756	14153	14550	14947	15344
15	416	11897	12313	12729	13145	13561	13977	14393	14809	15225	15641	16057
16	436	12441	12877	13313	13749	14185	14621	15057	15493	15929	16365	16801
17	456	13020	13476	13932	14388	14844	15300	15756	16212	16668	17124	17580
18	479	13620	14099	14578	15057	15536	16015	16494	16973	17452	17931	18410
19	502	14251	14753	15255	15757	16259	16761	17263	17765	18267	18769	19271
20	526	14912	15438	15964	16490	17016	17542	18068	18594	19120	19646	20172
21	551	15605	16156	16707	17258	17809	18360	18911	19462	20013	20564	21115
22	578	16339	16917	17495	18073	18651	19229	19807	20385	20963	21541	22119
23	607	17107	17714	18321	18928	19535	20142	20749	21356	21963	22570	23177
24	636	17913	18549	19185	19821	20457	21093	21729	22365	23001	23637	24273
25	668	18760	19428	20096	20764	21432	22100	22768	23436	24104	24772	25440
26	699	19652	20351	21050	21749	22448	23147	23846	24545	25244	25943	26642
27	733	20588	21321	22054	22787	23520	24253	24986	25719	26452	27185	27918
28	770	21563	22333	23103	23873	24643	25413	26183	26953	27723	28493	29263
29	807	22593	23400	24207	25014	25821	26628	27435	28242	29049	29856	30663
30	846	23676	24522	25368	26214	27060	27906	28752	29598	30444	31290	32136
31	889	24808	25697	26586	27475	28364	29253	30142	31031	31920	32809	33698
32	931	26005	26936	27867	28798	29729	30660	31591	32522	33453	34384	35315
33	977	27253	28230	29207	30184	31161	32138	33115	34092	35069	36046	37023







<u>Job Classification</u>	<u>1979 Salary Grade</u>
Account Clerk	3
Administrative Clerk	8
Building Maintenance Worker	5
Chief Pumping Station Operator	11
Equipment Operator	9
Equipment Operator (Sweeper)	9
Heavy Equipment Operator	10
Laborer	6
Maintenance Repairer	8
Maintenance Repairer Foreman	11
Mechanic	11
Principal Account Clerk	8
Principal Account Clerk Typing	8
Principal Timekeeper	8
Public Works Crew Chief	11
Public Works Repairer	7
Public Works Trainee	6
Pumping Station Operator	8
Recreation Maintenance Foreman	12
Recreation Maintenance Worker	7
Sanitation Foreman	11
Sr. Building Maintenance Worker	7
Senior Maintenance Repairer	9
Senior Mechanic	12
Senior Public Works Repairer	9
Senior Recreation Maintenance Worker	8



Job  
Classification

1979  
Salary Guide

Senior Traffic Maintenance Worker	9
Senior Tree Climber	10
Sewer Foreman	11
Sewer Inspector	9
Sewer Maintenance Worker	8
Traffic Maintenance Foreman	13
Traffic Maintenance Worker	8
Transfer Station Foreman	13
Tree Climber	8
Truck Driver	7



Attachment D

Proposed New Titles and Salary Grades

Municipal Maintenance Repairer - Grade 9  
Senior Municipal Maintenance Repairer - Grade 11  
Principal Municipal Maintenance Repairer - Grade 13

The intent of the proposal is to upgrade existing Public Works titles in Grade 7 and 8 to Grade 9; titles in Grade 9 and 10 to Grade 11; and titles in Grade 11 or 12 to Grade 13. Examples:

Municipal Maintenance Repairer would include Public Works Repairer (Grade 7), Senior Building Maintenance Worker (Grade 7), Maintenance Repairer (Grade 8), Principal Account Clerk Transfer Station (Grade 8), Sewer Maintenance Worker (Grade 8), Pumping Station Operator (Grade 8), Traffic Maintenance Worker (Grade 8).

Senior Municipal Maintenance Repairer would include Equipment Operator (Grade 9), Senior Public Works Repairer (Grade 9), Heavy Equipment Operator (Grade 10), Senior Tree Climber (Grade 10).

Principal Municipal Maintenance Repairer would include Crew Chief (Grade 11), Mechanic (Grade 11).



RESOLVED, That this City Council hereby ratifies the execution of the attached agreement between the City of Plainfield and Local 102, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, and authorizes the Mayor and City Clerk to execute same for 1978-1979.

Adopted by the City Council

February 8, 1978

Emilia R. Stahura  
City Clerk

This will certify that the foregoing is a true copy.

Emilia R. Stahura  
City Clerk



*Amended July 11, 1979*

AMENDMENT TO 1978-1979 AGREEMENT  
CITY OF PLAINFIELD AND LOCAL 102  
AFFILIATE OF THE INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS, CHAUFFEURS  
WAREHOUSEMEN AND HELPERS OF AMERICA

WHEREAS, The City of Plainfield and the Union reached an agreement affecting the terms and conditions of employment of City employees represented by the Union covering a period from January 1, 1978 to December 31, 1979; and

WHEREAS, That Agreement was executed on February 3, 1978 with the signatures of the Mayor of the City of Plainfield and the Secretary-Treasurer of the Union; and

WHEREAS, The parties to that Agreement now wish to amend portions of said Agreement; Now

THEREFORE, The City of Plainfield and the Union agree to the following amendment of their 1978-1979 labor Agreement:

1. Article 7-1 shall read as follows:

7-1. The salary guides for all employees for 1978 and 1979 are set forth in attachments A, B, and C of this Agreement. Any employee receiving a higher salary than the maximum pay set forth on the attached schedules at the time this amendment becomes effective will continue to receive the higher salary until he or she qualifies for a higher salary on the attached schedules.

2. Article 7-2 and 7-3 dealing with cost-of-living adjustments in employee salaries are hereby eliminated.

3. The effective date of employee upgrades identified in Article 7-4 is hereby changed from January 1, 1979 to January 1, 1980.

4. The schedule of longevity payments in Article 8-1 is changed to:

1978

10 years of service	\$350
15 years of service	\$800
20 years of service	\$1100
25 years of service	\$1400



1979

10 years of service	\$ 400
15 years of service	\$ 800
20 years of service	\$ 1100
25 years of service	\$ 1400

Local Union No. 102 Affiliated  
with the International Brotherhood  
of Teamsters, Chauffeurs, Warehousemen  
and Helpers of America

By: Bernie Mink  
Secretary-Treasurer

Attest:

Salvatore Nischka  
Shop Steward

October 11, 1978  
Date

By: Paul Oliffe  
Mayor

Attest:

Emilia P. Stabura  
City Clerk

October 13, 1978  
Date

Acc #3817 9/5/78



CITY OF PLAINFIELD 1/1/78 - SALARY GUIDE

5%

GRADE	INCRE- MENTS	1	2	3	4	5	6	7	8	9	10	11	GRA
1	214	5845	6059	6273	6487	6701	6915	7129	7343	7557	7771	7985	1
2	224	6116	6340	6564	6788	7012	7236	7460	7684	7908	8132	8356	2
3	234	6396	6630	6864	7098	7332	7566	7800	8034	8268	8502	8736	3
4	245	6696	6941	7186	7431	7676	7921	8166	8411	8656	8901	9146	4
5	256	7015	7271	7527	7783	8039	8295	8551	8807	9063	9319	9575	5
6	269	7336	7605	7874	8143	8412	8681	8950	9219	9488	9757	10026	6
7	282	7679	7961	8243	8525	8807	9089	9371	9653	9935	10217	10499	7
8	295	8045	8340	8635	8930	9225	9520	9815	10110	10405	10700	10995	8
9	308	8427	8735	9043	9351	9659	9967	10275	10583	10891	11199	11507	9
10	323	8826	9149	9472	9795	10118	10441	10764	11087	11410	11733	12056	10
11	338	9248	9586	9924	10262	10600	10938	11276	11614	11952	12290	12628	11
12	354	9676	10020	10364	10708	11052	11396	11740	12084	12428	12772	13116	12
13	372	10142	10514	10886	11258	11630	12002	12374	12746	13118	13490	13862	13
14	390	10626	11016	11406	11796	12186	12576	12966	13356	13746	14136	14526	14
15	408	11139	11547	11955	12363	12771	13179	13587	13995	14403	14811	15219	15
16	427	11677	12104	12531	12958	13385	13812	14239	14666	15093	15520	15947	16
17	447	12243	12690	13137	13584	14031	14478	14925	15372	15819	16266	16713	17
18	469	12832	13301	13770	14239	14708	15177	15646	16115	16584	17053	17522	18
19	492	13452	13944	14436	14928	15420	15912	16404	16896	17388	17880	18372	19
20	516	14096	14612	15128	15644	16160	16676	17192	17708	18224	18740	19256	20
21	541	14775	15316	15857	16398	16939	17480	18021	18562	19103	19644	20185	21
22	567	15494	16061	16628	17195	17762	18329	18896	19463	20030	20597	21164	22
23	595	16251	16846	17441	18036	18631	19226	19821	20416	21011	21606	22201	23
24	624	17037	17661	18285	18909	19533	20157	20781	21405	22029	22653	23277	24
25	654	17870	18524	19178	19832	20486	21140	21794	22448	23102	23756	24410	25
26	686	18742	19428	20114	20800	21486	22172	22858	23544	24230	24916	25602	26
27	719	19653	20382	21101	21820	22539	23258	23977	24696	25415	26134	26853	27
28	755	20615	21370	22125	22880	23635	24390	25145	25900	26655	27410	28165	28
29	792	21625	22417	23209	24001	24793	25585	26377	27169	27961	28753	29545	29
30	830	22688	23518	24348	25178	26008	26838	27668	28498	29328	30158	30988	30
31	871	23823	24674	25515	26366	27217	28068	28919	29770	30711	31642	32513	31
32	914	24971	25885	26799	27713	28627	29541	30455	31369	32283	33197	34111	32
33	959	26194	27153	28112	29071	30030	30989	31948	32907	33866	34825	35784	33







CITY OF PLAINFIELD 7/1/78 - SALARY GUIDE

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GRADE	INCRE- MENTS	1	2	3	4	5	6	7	8	9	10	11	---GRADE---
1	218	5965	6183	6401	6619	6837	7055	7273	7491	7709	7927	8145	1
2	228	6244	6472	6700	6928	7156	7384	7612	7840	8068	8296	8524	2
3	239	6524	6763	7002	7241	7480	7719	7958	8197	8436	8675	8914	3
4	250	6830	7080	7330	7580	7830	8080	8330	8580	8830	9080	9330	4
5	261	7157	7418	7679	7940	8201	8462	8723	8984	9245	9506	9767	5
6	274	7487	7761	8035	8309	8583	8857	9131	9405	9679	9953	10227	6
7	287	7840	8127	8414	8701	8988	9275	9562	9849	10136	10423	10710	7
8	301	8206	8507	8808	9109	9410	9711	10012	10313	10614	10915	11216	8
9	315	8596	8911	9226	9541	9856	10171	10486	10801	11116	11431	11746	9
10	330	9003	9333	9663	9993	10323	10653	10983	11313	11643	11973	12303	10
11	345	9433	9778	10123	10468	10813	11158	11503	11848	12193	12538	12883	11
12	361	9871	10232	10593	10954	11315	11676	12037	12398	12759	13120	13481	12
13	379	10350	10729	11108	11487	11866	12245	12624	13003	13382	13761	14140	13
14	397	10847	11244	11641	12038	12435	12832	13229	13626	14023	14420	14817	14
15	416	11364	11780	12196	12612	13028	13444	13860	14276	14692	15108	15524	15
16	436	11911	12347	12783	13219	13655	14091	14527	14963	15399	15835	16271	16
17	456	12488	12944	13400	13856	14312	14768	15224	15680	16136	16592	17048	17
18	478	13093	13571	14049	14527	15005	15483	15961	16439	16917	17395	17873	18
19	502	13721	14223	14725	15227	15729	16231	16733	17235	17737	18239	18741	19
20	526	14382	14908	15434	15960	16486	17012	17538	18064	18590	19116	19642	20
21	552	15071	15623	16175	16727	17279	17831	18383	18935	19487	20039	20591	21
22	578	15808	16386	16964	17542	18120	18698	19276	19854	20432	21010	21588	22
23	607	16576	17183	17790	18397	19004	19611	20218	20825	21432	22039	22646	23
24	637	17378	18015	18652	19289	19926	20563	21200	21837	22474	23111	23748	24
25	667	18229	18895	19563	20230	20897	21564	22231	22898	23565	24232	24899	25
26	709	19117	19817	20517	21217	21917	22617	23317	24017	24717	25417	26117	26
27	733	20060	20793	21526	22259	22992	23725	24458	25191	25924	26657	27390	27
28	770	21029	21799	22569	23339	24109	24879	25649	26419	27189	27959	28729	28
29	808	22058	22866	23674	24482	25290	26098	26906	27714	28522	29330	30138	29
30	847	23142	23989	24836	25683	26530	27377	28224	29071	29918	30765	31612	30
31	886	24284	25172	26060	26948	27836	28724	29612	30500	31388	32276	33164	31
32	937	25474	26406	27338	28270	29202	30134	31066	31998	32930	33862	34794	32
33	975	26720	27699	28677	29654	30632	31610	32588	33566	34544	35522	36500	33







## CITY OF PLAINFIELD 1/1/79 - SALARY GUIDE

8%

GRADE	INCRE- MENTS	1	2	3	4	5	6	7	8	9	10	11	GRADE
1	236	6443	6679	6915	7151	7387	7623	7859	8095	8331	8567	8803	1
2	246	6745	6992	7230	7484	7730	7976	8222	8468	8714	8960	9206	2
3	258	7048	7306	7564	7822	8080	8338	8596	8854	9112	9370	9628	3
4	270	7377	7647	7917	8187	8457	8727	8997	9267	9537	9807	10077	4
5	282	7730	8012	8294	8576	8858	9140	9422	9704	9986	10268	10550	5
6	296	8025	8382	8678	8974	9270	9566	9862	10158	10454	10750	11046	6
7	310	8468	8778	9088	9398	9708	10018	10328	10638	10948	11258	11568	7
8	325	8864	9189	9514	9839	10164	10489	10814	11139	11464	11789	12114	8
9	340	9286	9626	9966	10306	10646	10986	11326	11666	12006	12346	12686	9
10	356	9722	10094	10460	10826	11192	11558	11924	12290	12656	13022	13388	10
11	373	10183	10561	10934	11307	11680	12053	12426	12799	13172	13545	13918	11
12	390	10661	11051	11441	11831	12221	12611	13001	13391	13781	14171	14561	12
13	409	11161	11590	11999	12408	12817	13226	13635	14044	14453	14862	15271	13
14	429	11715	12144	12573	13002	13431	13860	14289	14718	15147	15576	16005	14
15	449	12275	12725	13174	13623	14072	14521	14970	15419	15868	16317	16766	15
16	471	12864	13335	13806	14277	14748	15219	15690	16161	16632	17103	17574	16
17	493	13482	13981	14474	14967	15460	15953	16446	16939	17432	17925	18418	17
18	516	14143	14659	15175	15691	16207	16723	17239	17755	18271	18787	19303	18
19	542	14821	15363	15905	16447	16989	17531	18073	18615	19157	19699	20241	19
20	569	15534	16102	16670	17238	17806	18374	18942	19510	20078	20646	21214	20
21	596	16275	16875	17471	18067	18663	19259	19855	20451	21047	21643	22239	21
22	624	17075	17699	18323	18947	19571	20195	20819	21443	22067	22691	23315	22
23	656	17902	18558	19214	19870	20526	21182	21838	22494	23150	23806	24462	23
24	688	18769	19457	20145	20833	21521	22209	22897	23585	24273	24961	25649	24
25	720	19681	20411	21131	21851	22571	23291	24011	24731	25451	26171	26891	25
26	756	20647	21403	22159	22915	23671	24427	25183	25939	26695	27451	28207	26
27	792	21665	22457	23249	24041	24833	25625	26417	27209	28001	28793	29585	27
28	832	22712	23544	24376	25208	26040	26872	27704	28536	29368	30200	31032	28
29	873	23825	24696	25569	26442	27315	28188	29061	29934	30807	31680	32553	29
30	915	24994	25909	26824	27739	28654	29569	30484	31299	32214	33129	34044	30
31	959	26214	27187	28146	29105	30064	31023	31982	32941	33900	34859	35818	31
32	1007	27480	28519	29526	30523	31540	32547	33554	34561	35568	36575	37582	32
33	1056	28799	29916	30972	32013	33054	34110	35196	36292	37369	38464	39569	33



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